



Living Healthy,
Working Well

Wellness Tips

Been Downsized? Now What?

Losing your job does not mean the end of the world. It can open doors to other opportunities. It can be a turning point. A time to reflect on what you really want to do with the rest of your life.

When someone goes through a downsizing, the experience can be like an emotional roller coaster. One can feel shock, mourning, anger, and depression before coming to terms with what's happening.

Once you let the initial reaction of being laid off run its course, focus on the future. Remember, if you have a good skills set and network, you will get another job. In the meantime, here are a few tips to help you make the transition.

- *Develop a new budget.* Try to reduce your expenses as much as you can. It can ease the stress of being unemployed.
- *Explore your options.* This may be a good time to check and see if the industry as a whole is changing. If so, you may want to look at transferring your skills to another industry. One way to do this is by rearranging your resume so that your skills are at the top and your work history is towards the bottom.
- *Develop a job search plan.* Today, there are many ways to conduct a job search. You can go online, notify people in your network or your business contacts that you have re-entered the job market, or use the traditional method of reading ads in the employment section. The more methods you use, the more opportunities become available.
- *Consider alternative work arrangements.* If you do not have benefits or severance pay, you may need to find a job quickly. While you're looking for your next career move, consider temporary employment or even part-time work. For some people, doing any type of work can keep them focused and feeling purposeful.
- *Start looking for a new job now.* Don't wait until your benefits or severance package is about to run out. Getting an early start will give you the opportunity to make choices and have options. You certainly do not want to be in a position of desperation, as it will surely come across in interviews. When a candidate *needs* a job versus *wants* a job, employers may become hesitant about hiring him or her.

Regardless of how your situation relates to downsizing, know that you have a choice. You can choose to be hopeful and optimistic. Positive things come out of good and bad situations. You can choose to focus on the good things. It will get you through a downsizing a little easier.

Getting Help

For more information, call Your Employee Assistance Program (EAP) at 1-800-775-5138, or log on to www.MagellanAssist.com. You may also check with your HR Generalist or with your local human services agency to see what services are available in your community. You can also talk with someone you can trust, such as a doctor or nurse, local mental health professional or member of the clergy.